



## CHAPTER

# 03

### HUMAN RESOURCES AND OTHER ORGANISATIONAL MANAGEMENT

#### **3. Chapter 3 [Human Resource and other Organisation Management]**

3.1. *Meet the Councilors*

3.2. *Disclosures Concerning Councilors, Directors and Senior Officials*

3.2.1. *Salaries and Wages*

3.2.2. *Contributions*

3.2.3. *Allowances*

3.2.4. *Housing Benefits and Allowances*

3.2.5. *Loans and Advances*

3.2.6. *Other Benefits and Allowances*

3.2.7. *Arrears Owed to Municipality*

### 3.1 - Meet the Councillors



**Xaba, Ntombifuthi Sarah**  
Speaker



**Vilakazi, Bheki Michael**  
Executive Mayor



**Mkomo, Dumisani Robert**  
Chief Whip



**Shongwe, Neti**  
Full Time Councillor



**Mndebele, Johannes**



**Maseko, Bee Aaron**



**Butter, Leendert**



**Zwane, Zifozonke Selby**  
Full Time Councillor



**Malaza, Tiki Tilly**



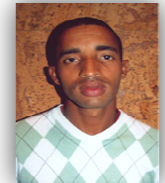
**Nkosi, Mapulane Precious**



**Swart, Herman Francois**



**Zikhali, Magdalena MI**



**Vilakazi, Moses Sipho**



**Zulu, Phumelele Annah**



**Nkosi, Mafika Simon**



**Makhubu, Khandizwe Johannes**



**Vilakazi, Gloria Agreeneth**



**Marsh, Stanley**



**Nkosi, Busisiwe Esther**



**Mkhonza, Johannes**



**Greyling, Gerhardus Stephanus**



**Nkosi, Ben Johannes**



**Mashinini, Ntandose Gladys**



**Ritson, Walter Edmund**



**Nkosi, Zandile**



**Gininda, Nomusa Losilina**



**Mthimunye, Zanele Prisca**



**Bongwe, Joseph Sipho**



**Blose, Mpatata John**



**Prinsloo, Gerhardus**



**Makhubu, Webster**



**Yende, Fana Themba Wilson**

### 3.3 - Disclosures Concerning Councilors, Directors and Senior Officials

Names	Executive Mayor		Executive Councilors (list individually)			Municipal Manager			Chief Financial Officer			Other Senior Managers (list individually)			
3.3.1 - Salaries and Wages R'000															
	Normal	Overtime	Normal	Overtime	Normal	Overtime	Normal	Overtime	Normal	Overtime	Normal	Overtime			
Boers, Hendrikus Marthinus							278 018	0.00							
Butter, Leendert			110 686	0.00											
Dlamini, Mphumeleli Lawrence											250 531	0.00			
Els, Johannes Theodorus											309 361	0.00			
Kubheka, Thusi Hezekiel					406 216	0.00									
Makhanye, Cynthia Bonsiwe											267 723	0.00			
Mkhabela, Thulani Velentine											229 759	0.00			
Mndebele, Mafika Johannes			125 712	0.00											
Shongwe, Neti			213 542	0.00											
Vilakazi, Bheki Michael	296 639	0.00													
Zwane, Zifozonke Selby			228 569	0.00											
Total	296 639	0.00	678 509	0.00	406 216	0.00	278 018	0.00			1 057 374	0.00			
3.3.2 - Contributions R'000															
	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other
Boers, Hendrikus Marthinus										61 164	20 045	5 560			
Butter, Leendert				16 603	17 280	0.00									
Dlamini, Mphumeleli Lawrence													55 198	20 310	0.00
Els, Johannes Theodorus													0.00	26 213	0.00
Kubheka, Thusi Hezekiel							0.00	15 016	0.00						
Makhanye, Cynthia Bonsiwe													58 899	14 324	0.00
Mkhabela, Thulani Velentine													50 547	16 934	0.00
Mndebele, Mafika Johannes				18 857	0.00	0.00									
Shongwe, Neti				32 031	17 280	0.00									
Vilakazi, Bheki Michael	44 495	9 336	0.00												
Zwane, Zifozonke Selby				34 285	0.00	0.00									
Total	44 495	9 336	0.00	102 356	34 560	0.00	0.00	15 016	0.00	61 164	20 045	5 560	164 644	77 781	0.00

3.3.3 - Allowances R'000															
	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs
Boers, Hendrikus Marthinus										80786.00	0.00	1265.00			
Butter, Leendert				48190.00	0.00	0.00									
Dlamini, Mphumeleli Lawrence													119167.00	0.00	0.00
Els, Johannes Theodorus													110000.00	0.00	0.00
Kubheka, Thusi Hezekiel							180000.00	0.00	0.00						
Makhanye, Cynthia Bonsiwe													144000.00	0.00	6578.00
Mkhabela, Thulani Velentine													148333.00	0.00	0.00
Mndebele, Mafika Johannes				48190.00	0.00	0.00									
Shongwe, Neti				87618.00	0.00	0.00									
Vilakazi, Bheki Michael	116823.96	0.00	0.00												
Zwane, Zifozonke Selby				87618.00	0.00	0.00									
<b>Total</b>	<b>116823.96</b>	<b>0.00</b>	<b>0.00</b>	<b>271616.00</b>	<b>0.00</b>	<b>0.00</b>	<b>180000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>80786.00</b>	<b>0.00</b>	<b>1265.00</b>	<b>521500.00</b>		<b>6578.00</b>
3.3.4 - Housing Benefits and Allowances R'000															
Boers, Hendrikus Marthinus												0.00			
Butter, Leendert						0.00									
Dlamini, Mphumeleli Lawrence															0.00
Els, Johannes Theodorus															0.00
Kubheka, Thusi Hezekiel									0.00						
Makhanye, Cynthia Bonsiwe															0.00
Mkhabela, Thulani Velentine															0.00
Mndebele, Mafika Johannes						0.00									
Shongwe, Neti						0.00									
Vilakazi, Bheki Michael			0.00												
Zwane, Zifozonke Selby						0.00									
<b>Total</b>			<b>0.00</b>			<b>0.00</b>			<b>0.00</b>			<b>0.00</b>			<b>0.00</b>
3.3.5 - Loans and Advances R'000															
Boers, Hendrikus Marthinus												0.00			
Butter, Leendert						0.00									
Dlamini, Mphumeleli Lawrence															0.00
Els, Johannes Theodorus															0.00
Kubheka, Thusi Hezekiel									0.00						
Makhanye, Cynthia Bonsiwe															0.00
Mkhabela, Thulani Velentine															0.00
Mndebele, Mafika Johannes						0.00									

Shongwe, Neti		0.00			
Vilakazi, Bheki Michael	0.00				
Zwane, Zifozonke Selby		0.00			
<b>Total</b>	0.00	0.00	0.00	0.00	0.00

### 3.3.6 - Other Benefits and Allowances R'000

Boers, Hendrikus Marthinus				0.00	
Butter, Leendert		8988.00			
Dlamini, Mphumeleli Lawrence					0.00
Els, Johannes Theodorus					0.00
Kubheka, Thusi Hezekiel			0.00		
Makhanye, Cynthia Bonsiwe					0.00
Mkhabela, Thulani Valentine					0.00
Mndebele, Mafika Johannes		8988.00			
Shongwe, Neti		14 400.00			
Vilakazi, Bheki Michael	14 400.00				
Zwane, Zifozonke Selby		14 400.00			
<b>Total</b>	14 400.00	46 776.00	0.00	0.00	0.00

### 3.3.7 - Arrears Owed to Municipality R'000

Boers, Hendrikus Marthinus				0.00	
Butter, Leendert		0.00			
Dlamini, Mphumeleli Lawrence					0.00
Els, Johannes Theodorus					0.00
Kubheka, Thusi Hezekiel			0.00		
Makhanye, Cynthia Bonsiwe					0.00
Mkhabela, Thulani Valentine					0.00
Mndebele, Mafika Johannes		2 561.00			
Shongwe, Neti		0.00			
Vilakazi, Bheki Michael	0.00				
Zwane, Zifozonke Selby		0.00			
<b>Total</b>	0.00	2 561.00	0.00	0.00	0.00